



New York State
Parks, Recreation and
Historic Preservation

NYS Office of Parks, Recreation and Historic Preservation

DEIA Basic Overview for Friends of NYS Parks & Historic Sites

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Welcome

Presented by:

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Equal Opportunity Specialist 2

Designee for Reasonable Accommodations

ADA Coordinator

Domestic Violence Agency Liaison



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MISSION

The mission of the Office of Parks, Recreation and Historic Preservation is to provide safe and enjoyable recreational and interpretive opportunities for **all** New York State residents and visitors, and to be responsible stewards of our valuable natural, historic, and cultural resources.



Objectives

Gain an understanding of the following:

- ❖ NYS' Commitment to Diversity & Inclusion
 - ✓ Executive Order 187
 - ✓ NYS Diversity & Inclusion Four Statewide Objectives
 - ✓ NYS Diversity & Inclusion Eight Critical Areas of Success
- ❖ Definitions of Diversity, Equity, Inclusion, and Accessibility
- ❖ Implicit Bias
- ❖ NYS Office of Parks, Recreation, & Historic Preservation's Five-Year DEIA Strategic Plan



NYS' Commitment to Diversity & Inclusion (D&I)

Executive Order 187

- Establishes an Executive Committee for Diversity, Inclusion, and Equal Opportunity to advise the Governor, the Chief Diversity Officer, and the Commissioner of Civil Service on the formulation and coordination of plans, policies, and programs relating to diversity and inclusion within Affected State Entities, and to assure effective implementation of such policies, plans, and programs.
- Requires the Commissioner of Civil Service and the State's Chief Diversity Officer to develop comprehensive Statewide objectives for the employment of women, minorities, lesbian, gay, bisexual, and transgender (LGBT) individuals, disabled persons, and veterans, along with a framework for State agencies to follow in preparing diversity and inclusion plans.
- Establishes the Office of Diversity and Inclusion Management within the Department of Civil Service to assist the Commissioner of Civil Service and the Chief Diversity Officer in the effective development and implementation of statewide diversity and inclusion plans, policies, and programs.



NYS' Commitment to Diversity & Inclusion (D&I)

Four Statewide Objects

- Develop strategic leaders
- Recruit and retain talent
- Foster inclusive culture
- Deliver effective programs and services



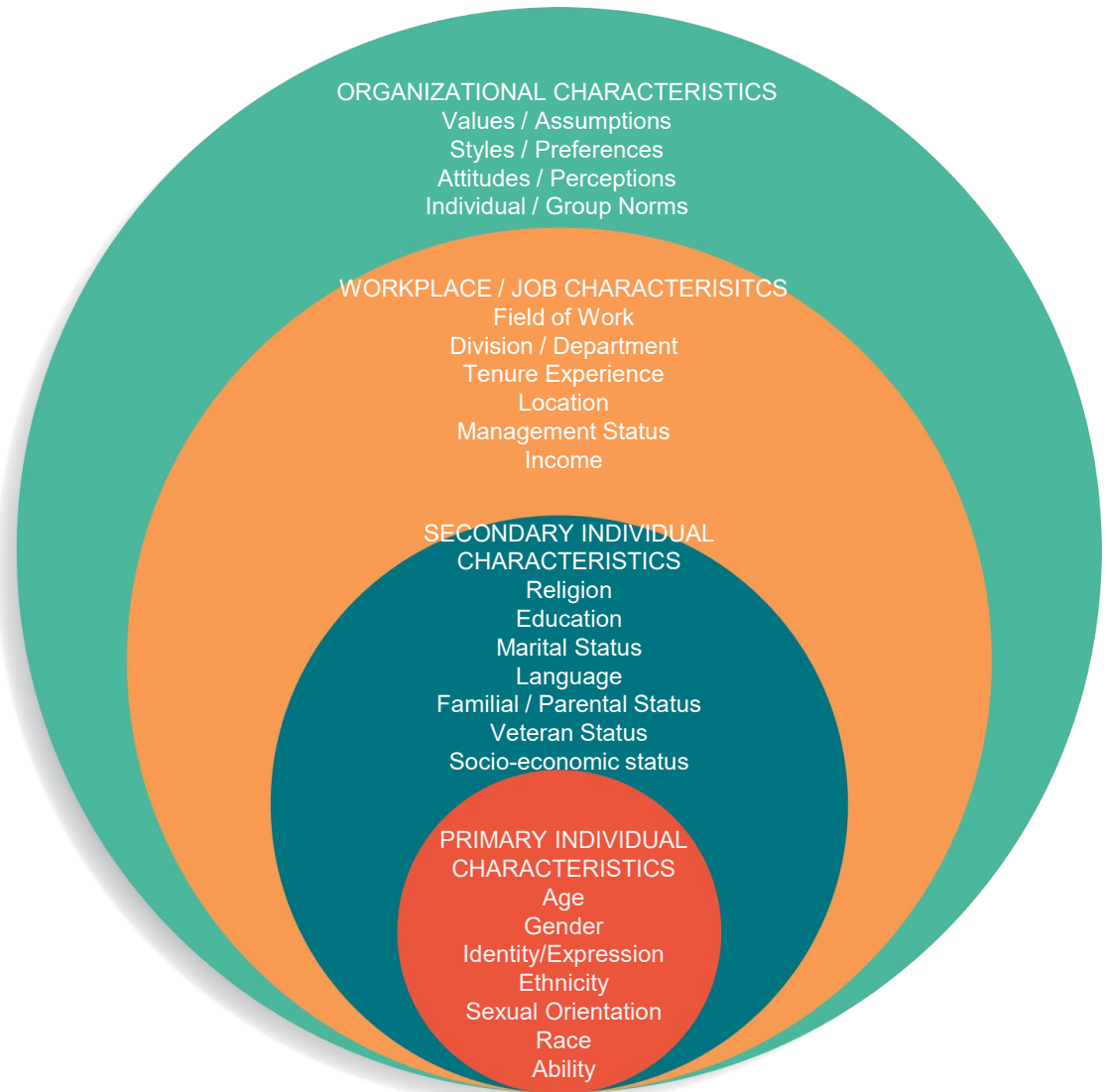
NYS' Commitment to Diversity & Inclusion (D&I)

Eight Critical Areas of Success

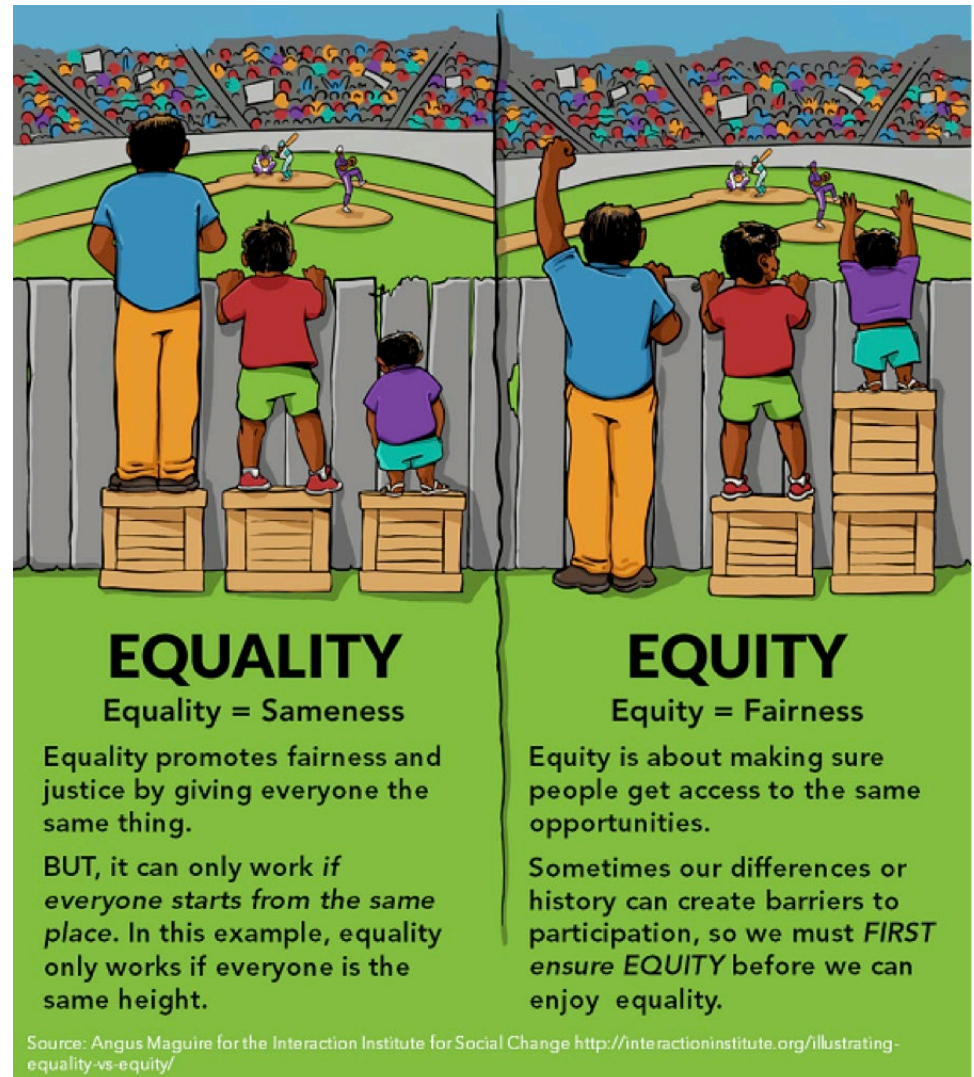
- Informed and committed leadership
- Clearly articulated roles and responsibilities
- Dedicated resources
- Collective accountability
- Education and training
- Program plan integration
- Performance measures



Diversity: The ways in which people differ, reflecting the full range of human identity.



Equity: Fair and just opportunities for all individuals that aim to eliminate structural barriers and increase equal participation



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Inclusion: Practices that encourage and value authentic participation and cultivate a sense of belonging for all individuals.



Implicit Bias

- ❖ Implicit bias is often defined as **being prejudiced or having unsupported judgments in favor of or against one thing, person or group compared to another in a way that is usually considered unfair.**
- ❖ This kind of bias occurs automatically as the brain makes judgments based on past experiences, education and background.
- ❖ Often a person isn't aware of the bias because it has been part of their core beliefs for so long. Many learned from childhood.



Types of Implicit Bias

Among the various implicit biases prevalent throughout society are some such as:

- **race and ethnicity bias**
- **age bias**
- **gender bias**
- **LGBTQIA+ community bias**
- **ability bias**



NYS Office of Parks, Recreation, & Historic Preservation's Five-Year DEIA Strategic Plan

- Created June-December 2021
- Approved by the Office of Diversity & Inclusion Management
- Five-year span is 2022-2026
- 1st Year – Development of Implementation Plan with goals and measures of success
- A living document – responsive to new insights, newly assessed needs, changes in resources, etc.
- Includes continued work with OPRHP partners, including the NYS Friends Groups, communities, and patrons.



Values

- OPRHP welcomes, creates, and encourages inclusive spaces for everyone to experience its facilities, regardless of gender, race, culture, sexual orientation, age, socio-economic status, family status, spirituality, citizenship, national origin, physical ability, intellectual perspective, political party, veteran status, or justice system involvement.
- OPRHP fosters an organizational culture which is diverse, innovative, knowledgeable, and adaptive.
- OPRHP respects and celebrates the varied backgrounds, experiences, and perspectives of the patrons we serve and our workforce.
- OPRHP provides and promotes outdoor recreation and education while highlighting the complete and integrated history of the diverse racial, ethnic, gender and socio-economic groups that have been underrepresented at New York State Historic Sites.



Have Questions or Want to Further the Discussion?

Please reach out ...

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